

# **EXHIBIT 265**

**(1)**

**Towers Perrin  
Invoice and Payment Approval  
March 10, 1992**

**(MER00002761-66)**



FIRST WISCONSIN • MADISON

FIRST WISCONSIN NATIONAL BANK OF MADISON

MADISON, WISCONSIN 53707

TRUST CHECK

79-46  
759

416540103

April 10, 1992

NO. 307451

PAY \$ 4,817.00

1ST WIS. NAT'L BANK \$4817 doll's 00cts

TRUST AND INVESTMENT MANAGEMENT DIVISION

PAY TO THE  
ORDER OF

TPF&C

*Kenneth R. Griswold*  
AUTHORIZED SIGNATURES

VOID AFTER 6 MONTHS

10 307451 10 0759004651 312900 0321

DETACH CHECK BEFORE DEPOSITING

NO. 416540103

NAME

Meriter Pension MM

307451

Payment of Fees For Actuarial  
Consulting Services

\$4,817.00

D. 164 (3-89)

FIRST WISCONSIN NATIONAL BANK — MADISON, WISCONSIN 53707

PK

MER00002761

**TPF&C  
A TOWERS PERRIN COMPANY  
P.O. BOX 8500, S-6110  
PHILADELPHIA, PA 19178**

**March 10, 1992**

**Meriter Health Services, Inc.**

**309 West Washington Avenue**

**Madison, Wisconsin 53703**

**Madison General Hospital Employee Pension Trust**

<b>DATE</b>		<b>AMOUNT</b>
December 1991 and January 1992	For administrative costs related to the Meriter Retirement Plan	\$4,817.00
	<p>Please enter invoice #06728-022792 on your check.</p> <p>Please remit a copy of this invoice with your check to the above address. Balances are payable within 30 days. A late charge of 1% per month will accrue on invoices unpaid after 30 days.</p>	

April 9, 1992

Mr. Matthew Uselman  
Trust Officer  
First Wisconsin National Bank  
P.O. Box 7900  
Madison, WI 53707

Dear Mr. Uselman:

From the funds in the Meriter Employee Retirement Plan money market fund (Account Key 416540103), please issue a check payable to TPF&C in the amount of **Four Thousand Eight Hundred Seventeen and no/100 Dollars (\$4,817.00)**. This represents payment of fees for actuarial consulting services.

Please send the check to Carol Kelty, Personnel Services, Meriter Health Services, 202 South Park Street, Madison, WI 53715.

Thank you for your assistance.

Sincerely,

*William L. Morgan*  
William L. Morgan  
Vice President, Human Resources

WLM:cjk

Suite 1104  
310 West Wisconsin Avenue  
Milwaukee, WI 53203-2215  
414 273-1046

# TPF&C

a Towers Perrin company

CONFIDENTIAL

March 10, 1992

Ms. Carol Kelty  
Personnel Specialist  
Meriter Health Services, Inc.  
309 West Washington Avenue  
Madison, Wisconsin 53703

OK  
JW

Dear Carol:

We have enclosed an invoice for TPF&C consulting services provided to Meriter Health Services for the months of December 1991 and January 1992. The charges for the period are itemized as follows:

	<u>Hours</u>	<u>Amount</u>
• Preparation for and meeting with management to review flexible compensation programs		No Charge
• Completion of 1991 actuarial valuation report, including revision of results due to actuarial assumption changes	4.0	\$ 897
• General retirement plan consulting, including	19.1	3,920
-- discussion with Board member and management concerning forecasting		
-- preparation of management summary on nondiscrimination testing and meeting with management		
Total	23.1	<u>\$4,817</u>

**Ms. Carol Kelty  
March 10, 1992  
Page 2.**

**We have also enclosed the project billing status summary.**

**As always, feel free to call me if you have any questions.**

**Sincerely,**



**Gary W. Weston, A.S.A.  
Consultant**

**cf**

**Enclosures**

03/10/92

MERITER HEALTH SERVICES, INC.

Project Billing Status: January 31, 1992

<u>Project Name</u>	<u>TPF&amp;C Project Number</u>	<u>Budget</u>	<u>Current Period Charges</u>	<u>Charges To Date</u>	<u>Budget Balance</u>
1992 "full" actuarial valuation	002	12,600	0	0	12,600
1991 "full" actuarial valuation	002	12,000	897	12,897	(897)
1991 year-end financial disclosure and 1992 pension expense estimates	012	4,200	0	0	4,200
General plan consulting	001	10,000	3,920	3,920	6,080
Review of executive compensation/ benefits	003	5,000	0	0	5,000
Benefit certification and estimates	008	N/A	0	0	N/A
Setting the index rate	013	4,500	470	0	4,500
<b>TOTAL</b>		<b>\$48,300</b>	<b>\$ 4,817</b>	<b>\$16,817</b>	<b>\$31,483</b>

**TPF&C**

a Towers Perrin company

MER00002766

(2)

**Towers Perrin  
Invoice and Payment Approval  
April 30, 1992**

**(MER00002767-73)**



FIRST WISCONSIN • MADISON

FIRST WISCONSIN NATIONAL BANK OF MADISON MADISON, WISCONSIN 53707

TRUST CHECK

79-46

759

416540103

JUNE 25, 1992

NO. 315025

TWO THOUSAND NINE HUNDRED EIGHTY-FOUR AND\*  
NO/100 DOLLARS

PAY \$\*\*\*2, 984. 00

TRUST AND INVESTMENT MANAGEMENT DIVISION

PAY TO THE  
ORDER OF

TPF&C

AUTHORIZED SIGNATURES

VOID AFTER 6 MONTHS

315025 10759004650 312900 032

NO.	416540103	NAME	DETACH CHECK BEFORE DEPOSITING	0412 06/25/92	315025
		MERITER PENSION MM			

ADMINISTRATIVE EXPENSE  
FEES FOR RETIREMENT PLAN  
CONSULTING SERVICES  
FEBRUARY - APRIL 1992

577

\$\*\*\*2, 984. 00

TPF&C

June 24, 1992

Mr. Matthew Uselman  
Trust Officer  
First Wisconsin National Bank  
P.O. Box 7900  
Madison, WI 53707

Dear Mr. Uselman:

From the funds in the Meriter Employee Retirement Plan money market fund (Account Key 416540103), please issue a check payable to TPF&C in the amount of **Two Thousand Nine Hundred Eighty-Four and no/100 Dollars (\$2,984.00)**. This represents payment of fees for retirement plan consulting services February - April 1992.

Please send the check to Carol Kelty, Personnel Services, Meriter Health Services, 202 South Park Street, Madison, WI 53715.

Thank you for your assistance.

Sincerely,

*William L. Morgan*  
William L. Morgan  
Vice President, Human Resources

WLM:cjk

**TOWERS PERRIN  
P.O. BOX 8500, S-6110  
PHILADELPHIA, PA 19178**

**May 29, 1992**

**Meriter Health Services, Inc.**

**309 West Washington Avenue**

**Madison, Wisconsin 53703**

**Madison General Hospital Employee Pension Trust**

<b>DATE</b>		<b>AMOUNT</b>
February through April 1992	For administrative costs related to the Meriter Retirement Plan	\$1,248.00
Please enter invoice #06728-052992a on your check.		
Please remit a copy of this invoice with your check to the above address. Balances are payable within 30 days. A late charge of 1% per month will accrue on invoices unpaid after 30 days.		

**Towers Perrin**

MER00002769

TOWERS PERRIN  
P.O. BOX 8500, S-6110  
PHILADELPHIA, PA 19178

May 29, 1992

Meriter Health Services, Inc.

309 West Washington Avenue

Madison, Wisconsin 53703

Meriter Health Services, Inc.

DATE		AMOUNT
February through April 1992	For administrative costs related to the Meriter Retirement Plan	\$1,736.00
Please enter invoice #06728-052992b on your check.		
Please remit a copy of this invoice with your check to the above address. Balances are payable within 30 days. A late charge of 1% per month will accrue on invoices unpaid after 30 days.		

*Towers Perrin*

MER00002770

# Towers Perrin

CONFIDENTIAL

May 29, 1992

*Ms. Carol Kelty*  
Personnel Specialist  
Meriter Health Services, Inc.  
309 West Washington Avenue  
Madison, Wisconsin 53703

Dear Carol:

We have enclosed two invoices for Towers Perrin consulting services provided to Meriter Health Services for the months of February through April 1992. The charges for the period are itemized as follows:

	<u>Hours</u>	<u>Amount</u>
■ Preparation of 1991 year-end financial disclosures	5.3	\$1,245
■ Work in process on calculation of retirement benefits for executives	1.9	491
■ General retirement plan consulting, including preparation for and meeting with management on April 29 to review asset/liability projections	4.5	1,248
<b>TOTAL</b>	<hr/> <b>11.7</b>	<hr/> <b>\$2,984</b>

We have prepared separate invoices for this work, broken out by charges you may wish to have the trust pay and charges that should be paid by Meriter.



Ms. Carol Kelty  
May 29, 1992  
Page 2.

*Towers Perrin*

We have also enclosed the project billing status summary.

As always, feel free to call me if you have any questions.

Sincerely,



Gary W. Weston, A.S.A.  
Consultant

cf

Enclosures

MER00002772

MERITER HEALTH SERVICES, INC.  
 1992 PROJECT BILLING STATUS  
 THROUGH: 4/30/92

Project Name	Project Number	Budget	Current Month Charges	Charges To-Date	Budget Balance
1992 "Full" Actuarial Valuation	002	\$12,600	\$0	\$0	\$12,600
1991 Year-end Financial Disclosure and Pension Expense Estimates	012	4,200	1,245	1,245	2,955
General Plan Consulting	001	10,000	1,248	5,168	4,832
Review of Executive Compensation/Benefits	003	5,000	491	491	4,509
Benefit Certification and Estimates	008	n/a	0	0	0
Setting the Index Rate	013	4,500	0	470	4,030
		\$36,300	\$2,984	\$7,374	\$28,926

*Towers Perrin*

MER00002773

(3)

**Towers Perrin  
Invoice and Payment Approval  
July 29, 1992**

**(MER00089949-57)**

TOWERS PERRIN  
P.O. BOX 8500, S-6110  
PHILADELPHIA, PA 19178

July 29, 1992

Meriter Health Services, Inc.

309 West Washington Avenue

Madison, Wisconsin 53703

Meriter Health Services, Inc.

DATE		AMOUNT
May and June 1992	<p>For administrative costs related to the Meriter Executive Retirement Program</p> <p>Please enter invoice #06728-072992b on your check.</p> <p>Please remit a copy of this invoice with your check to the above address. Balances are payable within 30 days. A late charge of 1% per month will accrue on invoices unpaid after 30 days.</p>	\$1,887.00

EXHIBIT

104

Towers Perrin

MER00089949

MR-C20-

\$5

ENTERPRISES CORP.

00029169

INVOICE NUMBER	AMOUNT	DISCOUNT	NET AMOUNT
CONSULTATION EXECUTIVE BENEFITS	1,887.00	.00	1,887.00
TOTALS	1,887.00	.00	1,887.00

5886

MERITER HEALTH ENTERPRISES, INC.  
ADISON, WISCONSIN  
(608) 258-3208

RETAIN THIS PORTION

PLEASE DETACH BEFORE DEPOSITING

**MERITER**<sup>TM</sup>Meriter Health Enterprises, Inc.  
Madison, Wisconsin  
(608) 258-3208

CHECK NO.

29169

79-1050  
0759

PAY

DATE CHECK NO. AMOUNT  
08/26/92 00029169 \*\*\*\*\*1,887.00TO THE  
ORDER OF  
  
TOWERS PERRIN  
\*\*\*  
MADISON 53703M&I BANK OF MADISON  
MADISON, WISCONSIN 53703

AUTHORIZED SIGNATURE

#029169# 1075910507# 000-561 9327#

MER00089950

*Carol  
Kelty*

1000 North Water Street, Suite 1000  
Milwaukee, WI 53202-3197  
414 273-1046  
Fax: 414 287-1350

# Towers Perrin

CONFIDENTIAL

July 29, 1992

Ms. Carol Kelty  
Personnel Specialist  
Meriter Health Services, Inc.  
309 West Washington Avenue  
Madison, Wisconsin 53703

Dear Carol:

We have enclosed two invoices for Towers Perrin consulting services provided to Meriter Health Services for the months of May and June 1992. The charges for the period are itemized as follows:

	<u>Hours</u>	<u>Amount</u>
■ Work on process on annual actuarial valuation	7.0	\$1,072
■ Work in process on calculation of retirement benefits for executives	9.8	1,887
<b>TOTAL</b>	<hr/> <b>16.8</b>	<hr/> <b>\$2,959</b>

*Mesa Benefits  
Consulting  
Mgmt Serv.*

We have prepared separate invoices for this work, broken out by charges you may wish to have the trust pay and charges that should be paid by Meriter.

Ms. Carol Kelty  
July 29, 1992  
Page 2.

*Towers Perrin* \_\_\_\_\_

We have also enclosed the project billing status summary.

As always, feel free to call me if you have any questions.

Sincerely,



Gary W. Weston, A.S.A.  
Consultant

cf

Enclosures

MERITER HEALTH SERVICES, INC.  
 1992 PROJECT BILLING STATUS  
 THROUGH: 6/30/92

Project Name	Project Number	Budget	Current Month Charges	Charges To-Date	Budget Balance
1992 "Full" Actuarial Valuation	002	\$12,600	\$1,072	\$1,072	\$11,528
1991 Year-end Financial Disclosure and Pension Expense Estimates	012	4,200	0	1,245	2,955
General Plan Consulting	001	10,000	0	5,168	4,832
Review of Executive Compensation/Benefits	003	5,000	1,887	2,378	2,622
Benefit Certification and Estimates	008	n/a	0	0	0
Setting the Index Rate	013	4,500	0	470	4,030
		\$36,300	\$2,959	\$10,333	\$25,967

August 18, 1992

Mr. Matthew Uselman  
Trust Officer  
First Wisconsin National Bank  
P.O. Box 7900  
Madison, WI 53707

Dear Mr. Uselman:

From the funds in the Meriter Employee Retirement Plan money market fund (Account Key 416540103), please issue a check payable to Towers Perrin in the amount of One Thousand Seventy-Two and no/100 Dollars (\$1,072.00). This represents payment of fees for consulting services.

Please send the check to Carol Kelty, Personnel Services, Meriter Health Services, 202 South Park Street, Madison, WI 53715.

Thank you for your assistance.

Sincerely,

*William L. Morgan*  
William L. Morgan  
Vice President, Human Resources

WLM:cjk





FIRST WISCONSIN-MADISON

FIRST WISCONSIN NATIONAL BANK OF MADISON - MADISON, WISCONSIN 53701

TRUST CHECK

1992  
109

416540103

AUGUST 19, 1992

NO. 318574

ONE THOUSAND SEVENTY-TWO AND NO/100\*\*\*\*\*  
DOLLARSPAY **\*\*\*\*\*1,072.00**

TRUST AND INVESTMENT MANAGEMENT DIVISION

PAY TO THE TOWERS PERRIN  
ORDER OF

AUTHORIZED SIGNATURES

VOID AFTER 6 MONTHS

#318574# 10759004650 312900#032#

NO.	416540103	NAME	MERITER PENSION MN	DETACH CHECK BEFORE DEPOSITING	0412 08/19/92	31857
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ADMINISTRATIVE EXPENSE PAYMENT OF FEES FOR CONSULTING SERVICES	577	\$*****1,072.00
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Invoice 06728-072992a

TOWERS PERRIN

FIRST WISCONSIN NATIONAL BANK — MADISON, WISCONSIN 53701

TOWERS PERRIN  
P.O. BOX 8500, S-6110  
PHILADELPHIA, PA 19178

July 29, 1992

Meriter Health Services, Inc.

309 West Washington Avenue

Madison, Wisconsin 53703

**Madison General Hospital Employee Pension Trust**

DATE		AMOUNT
May and June 1992	For administrative costs related to the Meriter Retirement Plan	\$1,072.00
<p>Please enter invoice #06728-072992a on your check.</p>		
<p>Please remit a copy of this invoice with your check to the above address. Balances are payable within 30 days. A late charge of 1% per month will accrue on invoices unpaid after 30 days.</p>		

*Towers Perrin*

MER00089957

**(4)**

**Towers Perrin  
Invoice and Payment Approval  
August 28, 1992**

**(MER00002749-55)**



FIRSTSTAR BANK  
MADISON, N. A.  
MADISON, WI 53707

09-00-001-6540103

TRUST CHECK

79-46

759

NO. 331614

12/03/92

\*\*\*\*\*5,273 DOLLARS 00 CENTS

PAY \*\*\*\*\*5,273.00

TRUST AND INVESTMENT MANAGEMENT DIVISION



AUTHORIZED SIGNATURES

VOID AFTER 6 MONTHS

331614 00759004650 312900 032

09-00-001-6540103

DETACH CHECK BEFORE DEPOSITING  
MERITER HLTH PEN MM

120392

ADMINISTRATIVE EXPENSE  
FEES FOR CONSULTING SERVICE  
INVOICE #06728-082892

\*\*\*\*\*5,273.00

TOWERS PERRIN

.164 (9-92)

PK✓

FIRSTSTAR BANK MADISON, N.A., MADISON, WISCONSIN 53707

MER00002749

November 30, 1992

Mr. Matthew Uselman  
Trust Officer  
Firststar Bank Madison  
P.O. Box 7900  
Madison, WI 53707

Dear Mr. Uselman:

From the funds in the Meriter Employee Retirement Plan money market fund (Account Key 416540103), please issue a check payable to **Towers Perrin** in the amount of **Five Thousand Two Hundred Seventy-Three and no/100 Dollars (\$5,273.00)**. This represents payment of fees for consulting services, invoice #06728-082892.

Please send the check to me at: Personnel Services,  
Meriter Health Services, 202 South Park Street,  
Madison, WI 53715.

Thank you for your assistance.

Sincerely,

*Carol Kelty*  
Carol Kelty  
Employee Benefits Manager

TOWERS PERRIN  
P.O. BOX 8500, S-6110  
PHILADELPHIA, PA 19178

August 28, 1992

Meriter Health Services, Inc.

309 West Washington Avenue

Madison, Wisconsin 53703

**Madison General Hospital Employee Pension Trust**

DATE		AMOUNT
July 1992	For administrative costs related to the Meriter Retirement Plan	\$5,273.00
<p>Please enter invoice #06728-082892 on your check.</p>		
<p>Please remit a copy of this invoice with your check to the above address. Balances are payable within 30 days. A late charge of 1% per month will accrue on invoices unpaid after 30 days.</p>		

*Towers Perrin*

MER00002751

MERITER HEALTH SERVICES, INC.  
 1992 PROJECT BILLING STATUS  
 THROUGH: 7/31/92

Project Name	Project Number	Budget	Current Month Charges	Charges To-Date	Budget Balance
1992 "Full" Actuarial Valuation	002	\$12,600	\$5,092	\$6,164	\$6,436
1991 Year-end Financial Disclosure and Pension Expense Estimates	012	4,200	181	181	4,019
General Plan Consulting	001	10,000	0	0	10,000
Review of Executive Compensation/Benefits	003	5,000	0	1,887	3,113
Benefit Certification and Estimates	008	n/a	0	0	0
Setting the Index Rate	013	4,500	0	0	4,500
		\$36,300	\$5,273	\$8,232	\$28,068

*Towers Perrin*

# Towers Perrin

---

CONFIDENTIAL

August 28, 1992

*to*  
Ms. Carol Kelly  
Personnel Specialist  
Meriter Health Services, Inc.  
309 West Washington Avenue  
Madison, Wisconsin 53703

Dear Carol:

We have enclosed our invoice for Towers Perrin consulting services provided to Meriter Health Services for the month of July 1992. The charges for the period are itemized as follows:

	<u>Hours</u>	<u>Amount</u>
■ Work on process on 1992 actuarial valuation	29.5	\$5,092
■ 1991 year-end financial disclosures	<u>2.0</u>	<u>181</u>
<b>TOTAL</b>	<b>31.5</b>	<b>\$5,273</b>

We have also enclosed the project billing status summary.

*OK  
DPM*

Ms. Carol Kelty  
August 28, 1992  
Page 2.

*Towers Perrin*

As always, feel free to call me if you have any questions.

Sincerely,



Gary W. Weston, A.S.A.  
Consultant

cf

Enclosures

MER00002754

MERITER HEALTH SERVICES, INC.  
 1992 PROJECT BILLING STATUS  
 THROUGH: 7/31/92

Project Name	Project Number	Budget	Current Month Charges	Charges To-Date	Budget Balance
1992 "Full" Actuarial Valuation	002	\$12,600	\$5,092	\$6,164	\$6,436
1991 Year-end Financial Disclosure and Pension Expense Estimates	012	4,200	181	181	4,019
General Plan Consulting	001	10,000	0	0	10,000
Review of Executive Compensation/Benefits	003	5,000	0	1,887	3,113
Benefit Certification and Estimates	008	n/a	0	0	0
Setting the Index Rate	013	4,500	0	0	4,500
		\$36,300	\$5,273	\$8,232	\$28,068

*Towers Perrin*

**(5)**

**Towers Perrin  
Invoice and Payment Approval  
September 29, 1992**

**(MER00002744-48)**

**FIRSTAR**

**BANK MADISON**

FIRSTAR BANK  
MADISON, N. A.  
MADISON, WI 53707

09-00-001-6540103

TRUST CHECK

79-46

759

NO. 330616

11/27/92

\*\*\*\*\*2,951 DOLLARS 00 CENTS

PAY \*\*\*\*\*2,951.00

TRUST AND INVESTMENT MANAGEMENT DIVISION

PAY TO THE  
ORDER OF TOWERS PERRIN

*Merrill G. Broadway*

AUTHORIZED SIGNATURES

VOID AFTER 6 MONTHS

330616 00759004650 312900 032

09-00-001-6540103

DETACH CHECK BEFORE DEPOSITING  
MERITER HLTH PEN MM

112792

PAYMENT FROM ACCOUNT  
FEES FOR CONSULTING SERVICES

TOWERS PERRIN

\*\*\*\*\*2,951.00

164 (9-92)

*PKV*

FIRSTAR BANK MADISON, N.A., MADISON, WISCONSIN 53707

MER00002744

TOWERS PERRIN  
P.O. BOX 8500, S-6110  
PHILADELPHIA, PA 19178

September 29, 1992

Meriter Health Services, Inc.

309 West Washington Avenue

Madison, Wisconsin 53703

**Madison General Hospital Employee Pension Trust**

DATE		AMOUNT
August 1992	For administrative costs related to the Meriter Retirement Plan	\$2,951.00
Please enter invoice #06728-092992 on your check.		
Please remit a copy of this invoice with your check to the above address. Balances are payable within 30 days. A late charge of 1% per month will accrue on invoices unpaid after 30 days.		

*Towers Perrin*

MER00002745

November 25, 1992

Mr. Matthew Uselman  
Trust Officer  
Firststar Bank Madison  
P.O. Box 7900  
Madison, WI 53707

Dear Mr. Uselman:

From the funds in the Meriter Employee Retirement Plan money market fund (Account Key 416540103), please issue a check payable to Towers Perrin in the amount of **Two Thousand Nine Hundred Fifty-One and no/100 Dollars (\$2,951.00)**. This represents payment of fees for consulting services.

Please send the check to me at: Personnel Services,  
Meriter Health Services, 202 South Park Street,  
Madison, WI 53715.

Thank you for your assistance.

Sincerely,



Carol Kelty  
Employee Benefits Manager

# Towers Perrin

---

CONFIDENTIAL

September 29, 1992

Ms. Carol Kelty  
Personnel Specialist  
Meriter Health Services, Inc.  
309 West Washington Avenue  
Madison, Wisconsin 53703



Dear Carol:

We have enclosed our invoice for Towers Perrin consulting services provided to Meriter Health Services for the month of August 1992. The charges for the period are itemized as follows:

	<u>Hours</u>	<u>Amount</u>
■ Work on process on 1992 actuarial valuation	17.0	\$2,951
<b>TOTAL</b>	<b>17.0</b>	<b>\$2,951</b>

We have also enclosed the project billing status summary.

As always, feel free to call me if you have any questions.

Sincerely,



Gary W. Weston, A.S.A.  
Consultant

cf

Enclosures

MERITER HEALTH SERVICES, INC.  
 1992 PROJECT BILLING STATUS  
 THROUGH: 8/31/92

Project Name	Project Number	Budget	Current Month Charges	Charges To-Date	Budget Balance
1992 "Full" Actuarial Valuation	002	\$12,600	\$2,951	\$9,115	\$3,485
1991 Year-end Financial Disclosure and Pension Expense Estimates	012	4,200	0	181	4,019
General Plan Consulting	001	10,000	0	0	10,000
Review of Executive Compensation/Benefits	003	5,000	0	1,887	3,113
Benefit Certification and Estimates	008	n/a	0	0	0
Setting the Index Rate	013	4,500	0	0	4,500
		\$36,300	\$2,951	\$11,183	\$25,117

*Towers Perrin*

(6)

**Towers Perrin  
Invoice and Payment Approval  
October 30, 1992**

**(MER00002737-43)**

**FIRSTAR**

**BANK MADISON**

FIRSTAR BANK  
MADISON, N.A.  
MADISON, WI 53707

TRUST CHECK

79-46

759

09-00-001-6540103

NO. 332721

12/28/92

\*\*\*\*\*8,658 DOLLARS 00 CENTS

PAY \$\*\*\*\*\*8,658.00

TRUST AND INVESTMENT MANAGEMENT DIVISION

PAY TO THE  
ORDER OF TOWERS PERRIN

*Kenneth A. Brusday* 3340  
AUTHORIZED SIGNATURES

VOID AFTER 6 MONTHS

113327210759004651 3129000321

09-00-001-6540103

DETACH CHECK BEFORE DEPOSITING  
MERITER HLTH PEN MM

122892

ADMINISTRATIVE EXPENSE  
FEES FOR CONSULTING SERVICE  
INVOICE #06728-103092A

\$\*\*\*\*\*8,658.0

TOWERS PERRIN

D. 164 (9-92) *RK*

FIRSTAR BANK MADISON, N.A., MADISON, WISCONSIN 53707

MER00002737

# Towers Perrin

October 30, 1992

Meriter Health Services, Inc.  
309 West Washington Avenue  
Madison, Wisconsin 53703

## Madison General Hospital Employee Pension Trust

Date	Description	Amount
September 1992	For administrative costs related to the Meriter Retirement Plan	\$8,658.00

Please enter invoice #06728-103092a on your check.

Please remit a copy of this invoice with your check to the above address. Balances are payable within 30 days. A late charge of 1% per month will accrue on unpaid invoices after 30 days.

# Towers Perrin

October 30, 1992

Meriter Health Services, Inc.  
309 West Washington Avenue  
Madison, Wisconsin 53703  
**Madison General Hospital Employee Pension Trust**

Date	Amount
September 1992	\$8,658.00

Please enter invoice #06728-103092a on your check.

*Please remit a copy of this invoice with your check to the above address. Balances are payable within 30 days.  
A late charge of 1% per month will accrue on unpaid invoices after 30 days.*

December 23, 1992

Mr. Matthew Uselman  
Trust Officer  
Firststar Bank Madison  
P.O. Box 7900  
Madison, WI 53707

Dear Mr. Uselman:

From the funds in the Meriter Employee Retirement Plan money market fund (Account Key 416540103), please issue a check payable to **Towers Perrin** in the amount of **Eight Thousand Six Hundred Fifty-Eight and no/100 Dollars (\$8,658.00)**. This represents payment of fees for consulting services, invoice #06728-103092a.

Please send the check to me at: Personnel Services,  
Meriter Health Services, 202 South Park Street,  
Madison, WI 53715.

Thank you for your assistance.

Sincerely,

*Carol Kelty*

Carol Kelty  
Employee Benefits Manager

# Towers Perrin

CONFIDENTIAL

October 30, 1992

Ms. Carol Kelty  
Personnel Specialist  
Meriter Health Services, Inc.  
309 West Washington Avenue  
Madison, Wisconsin 53703

Dear Carol:

We have enclosed our invoice for Towers Perrin consulting services provided to Meriter Health Services for the month of September 1992. The charges for the period are itemized as follows:

	<u>Hours</u>	<u>Amount</u>
■ General retirement plan consulting, including contribution sensitivity to assumption change	12.9	\$2,072
■ Work in process on pension estimate -- PBGC filings for Retirement Plan	20.1	3,101
■ Work in process on 1992 actuarial valuation	32.5	3,485
■ Work on executive benefit illustrations	7.3	1,153
<b>TOTAL</b>	<i>Retirement Fund</i>	<i>Executive Benefit Acct</i>
	72.8	\$9,811

We have prepared separate invoices for this work, broken out by charges you may wish to have the trust pay and charges that should be paid by Meriter.

*OK MM*

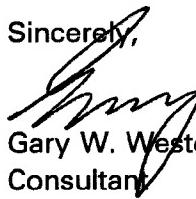
Ms. Carol Kelty  
October 30, 1992  
Page 2.

*Towers Perrin* \_\_\_\_\_

We have also enclosed the project billing status summary.

As always, feel free to call me if you have any questions.

Sincerely,



Gary W. Weston, A.S.A.  
Consultant

cf

Enclosures

MER00002742

MERITER HEALTH SERVICES, INC.  
1992 PROJECT BILLING STATUS  
THROUGH: 9/30/92

Project Name	Project Number	Budget	Current Month Charges	Charges To-Date	Budget Balance
1992 "Full" Actuarial Valuation	002	\$12,600	\$3,485	\$12,600	\$0
1991 Year-end Financial Disclosure and Pension Expense Estimates	012	4,200	3,101	3,282	918
General Plan Consulting	001	10,000	2,072	2,072	7,928
Review of Executive Compensation/Benefits	003	5,000	1,153	3,040	1,960
Benefit Certification and Estimates	008	n/a	0	0	0
Setting the Index Rate	013	4,500	0	0	4,500
		\$36,300	\$9,811	\$20,994	\$15,306

*Towers Perrin* \_\_\_\_\_